

Illinois Education Association Local 218

Most Recent Proposal as of 7/18/2012

High quality professional teachers make a difference for Community High School District 218 Children. Our students deserve no less than our best effort to hire and retain excellent teachers. Our Board of Education has demanded that teachers accept deep cuts in their insurance without proper compensation to offset this reduction in benefits.

The current contract between IEA Local 218 and the District has been a collaborative effort that has been crafted over time. This was a collective effort in order to create a professional climate that attracts and retains highly qualified educators who are dedicated and respected, and who make District 218 a professional home and great place to work for their entire professional teaching careers.

The contract proposal that follows is the Union's response to the Board of Education's offer that is unacceptable to our membership. We have prepared a modest economic package that we believe will enable the district to remain competitive in attracting and retaining high quality professionals to serve the students of our district. We are committed to continue negotiations to reach a fair and equitable settlement.

I. Duration

- 4 Years - 2012-2016

II. Health Insurance

| Employee Premium Contribution - | | Single 26 Pays/Monthly/Annual | Family 26 Pays/Monthly/Annual | Yearly Union Concessions |
|---------------------------------|-----|----------------------------------|----------------------------------|-----------------------------|
| 2011-2012 (current) | 15% | \$40.38 /\$87.48 /\$1049.81 | \$ 96.07 /\$208.15 /\$2497.79 | |
| 2012-2013 | 16% | \$43.07 /\$93.32 /\$1119.80 | \$102.47 /\$222.03 /\$2664.31 | \$48,882 |
| 2013-2014 | 17% | \$45.76 /\$99.15 /\$1189.79 | \$108.88 /\$235.90 /\$2830.83 | \$97,764 |
| 2014-2015 | 18% | \$48.45 /\$104.98 /\$1259.78 | \$115.28 /\$249.78 /\$2997.35 | \$146,646 |
| 2015-2016 | 20% | \$53.84 /\$116.65 /\$1399.75 | \$128.09 /\$277.53 /\$3330.38 | \$244,410 |
| TOTAL PREMIUM CONCESSIONS - | | | | \$532,702 |

Out of Pocket Insurance Changes**DISTRICT SAVINGS**

| | | |
|-----------------------------------|--|----------|
| General Coinsurance | 90% in Network/70% out of Network | Current |
| Outpatient Surgery & Diagnostics | 100% In Network/70% out of Network | Current |
| Calendar Year Deductible | \$300 in Network/\$1000 out of Network | \$85,875 |
| Out of Pocket Max. | Counter- \$750 in Network/\$1500 out of Network | \$47,708 |
| In Network Office Visit Copayment | \$15 Primary Care/\$30 Specialist | \$57,250 |
| Emergency Room Illness | \$150 Copay | \$52,479 |
| Emergency Room Accident | \$150 Copay | \$23,854 |
| Prescription Drug | \$10 Generic/\$25 Brand Preferred/\$50 Non-Preferred | \$62,975 |

TOTAL ANNUAL OUT OF POCKET CONCESSIONS - \$330,141

TOTAL HEALTH INSURANCE CONCESSIONS (4 years) - \$1,853,266

III. Salary

- Total dollar increase \$5,200,101.00
- See Attached Schedules/Analysis (Appendix I)

Actual New Salary Money –

\$5,200,101 (Salary) - \$1,853,266 (Insurance Concessions) = \$3,346,835

IV. Dental Insurance

Employee contribution - Current Language/\$1500 max.

V. Retirement

Reduce Lump Sum Payment to the following:

| Years | Amount |
|--------------|---------------|
| 18 | \$5000.00 |
| 23 | \$10,000.00 |
| 28 | \$15,000.00 |
| 33 | \$20,000.00 |

All other retirement incentives remain in place.

VI. Work Day

- Sixth Assignments: add/change language to read: If a teacher volunteers for sixth assignment, the teacher's compensation will be indexed to their salary schedule at .15, or if a teacher is assigned a sixth assignment without volunteering, the teacher's compensation will be indexed to their salary schedule at .20.

VII. Deans

- CSMs assigned as part-time deans will be teachers first and will have all rights and responsibilities designated to CSMs; Therefore, their dean duties will not exceed two periods, nor will they will be assigned supervisory duties.
- Grandfather current 0.8 Dean.

VIII. Student Service Personnel

- Psychologists and Social Workers begin at M+ 30 with years of experience, Counselors begin at M + 15 with years of experience, Speech-Language Pathologist begin at M + 15 with years of experience, and Nurses begin at B+ 15 with years of experience.

IX. Working Conditions

- Teachers will not be assigned more than three (3) preparations per semester. However, by mutual agreement if a teacher accepts additional preparation(s), this teacher will receive \$1600 for each additional preparation.

X. Uniforms

- Maintain Current Contract Language

XI. Compensation

- Stipends: Track Head/Assistant to Category I and III, respectively. Indoor Head/Assistant will increase from \$600/\$400 respectively to \$1,200/\$800 respectively.

XII. Salary Schedule

- Reject removal or freezing of B15 and M15 Lanes of the Salary Schedule

XIII. Other Compensation

- Differentials: Grandfather all current employees to continue to receive differentials. On a go forward basis, all new employees will not receive these differentials.
- TV Production and other Extracurricular Work/Events raised to \$35/hr.
- Change title from Saturday Detention Monitor to 3 hr. Detention Monitor.
- Change After School Detention Monitor to \$75 per session.

Appendix I – Salary Analysis/Schedules (See Next Page)

Community High School District #218
Teacher Salary
Negotiations
Salary Analysis

IEA Local 218 - Impasse Offer 7/18/2012

| | <u>2012-2013</u> | <u>2013-2014</u> | <u>2014-2015</u> | <u>2015-2016</u> |
|-----------------------------|------------------|------------------|------------------|------------------|
| Prior Year Base Salary | \$49,000 | \$49,380 | \$49,850 | \$50,485 |
| Prior Year Total Salaries | \$33,689,117 | \$34,882,081 | \$36,130,831 | \$37,511,718 |
| Base Increase | \$380 | \$470 | \$635 | \$629 |
| New Base | \$49,380 | \$49,850 | \$50,485 | \$51,114 |
| | | | | |
| Total Salaries | \$34,882,081 | \$36,130,831 | \$37,511,718 | \$38,889,218 |
| \$ Increase from Prior Year | \$1,192,964 | \$1,248,750 | \$1,380,887 | \$1,377,500 |
| % Increase from Prior Year | 3.54% | 3.58% | 3.82% | 3.67% |

**Total Dollar Increase 2012-
2016**

\$5,200,101

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE | | | |
| | | | 2012-13 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | 1975 | 2173 | 2370 | 2568 | 2864 | 2864 |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$49,380 | \$51,849 | \$54,318 | \$56,787 | \$58,022 | \$60,491 |
| 2 | \$51,355 | \$54,022 | \$56,688 | \$59,355 | \$60,886 | \$63,355 |
| 3 | \$53,330 | \$56,194 | \$59,058 | \$61,923 | \$63,750 | \$66,219 |
| 4 | \$55,306 | \$58,367 | \$61,429 | \$64,490 | \$66,614 | \$69,083 |
| 5 | \$57,281 | \$60,540 | \$63,799 | \$67,058 | \$69,478 | \$71,947 |
| 6 | \$59,256 | \$62,713 | \$66,169 | \$69,626 | \$72,342 | \$74,811 |
| 7 | \$61,231 | \$64,885 | \$68,539 | \$72,194 | \$75,206 | \$77,675 |
| 8 | \$63,206 | \$67,058 | \$70,910 | \$74,761 | \$78,070 | \$80,539 |
| 9 | \$65,182 | \$69,231 | \$73,280 | \$77,329 | \$80,934 | \$83,403 |
| 10 | \$67,157 | \$71,403 | \$75,650 | \$79,897 | \$83,798 | \$86,267 |
| 11 | \$69,132 | \$73,576 | \$78,020 | \$82,465 | \$86,662 | \$89,131 |
| 12 | | \$75,749 | \$80,391 | \$85,032 | \$89,526 | \$91,995 |
| 13 | | \$77,922 | \$82,761 | \$87,600 | \$92,390 | \$94,859 |
| 14 | | | \$85,131 | \$90,168 | \$95,254 | \$97,723 |
| 15 | | | \$87,501 | \$92,736 | \$98,118 | \$100,587 |
| 16 | | | \$89,872 | \$95,303 | \$100,982 | \$103,451 |
| 17 | | | \$92,242 | \$97,871 | \$103,846 | \$106,315 |
| 18 | | | \$94,612 | \$100,439 | \$106,710 | \$109,179 |
| 19 | | | \$96,982 | \$103,007 | \$109,574 | \$112,043 |
| 20 | | | \$99,353 | \$105,574 | \$112,438 | \$114,907 |
| 21 | | | \$101,723 | \$108,142 | \$115,302 | \$117,771 |
| 22 | | | \$104,093 | \$110,710 | \$118,166 | \$120,635 |

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE SCATTERGRAM | | | |
| | | | 2012-13 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | | | | | | |
| 2 | 9.80 | | 1.80 | | 1.00 | |
| 3 | 5.60 | 2.00 | 3.00 | | | |
| 4 | 10.00 | 6.00 | 3.00 | 1.00 | | |
| 5 | 6.00 | 5.00 | 18.00 | 4.00 | 1.00 | 1.00 |
| 6 | 3.00 | 2.00 | 12.00 | 7.00 | 6.00 | 1.00 |
| 7 | 4.00 | 2.00 | 12.00 | 5.00 | 5.00 | 2.00 |
| 8 | 1.00 | 4.00 | 7.00 | 4.00 | 3.00 | 8.00 |
| 9 | | 3.00 | 6.00 | 4.00 | 2.00 | 8.00 |
| 10 | | | 14.40 | 5.00 | 3.00 | 8.00 |
| 11 | 6.00 | 1.00 | 6.60 | 4.00 | | 2.60 |
| 12 | | 1.00 | 7.00 | 8.00 | 8.00 | 6.00 |
| 13 | | 7.00 | 9.00 | 2.00 | 3.00 | 7.00 |
| 14 | | | 2.00 | 2.00 | 3.00 | 10.00 |
| 15 | | | 2.00 | 1.00 | 4.00 | 3.00 |
| 16 | | | 3.00 | 1.00 | 2.00 | 5.00 |
| 17 | | | 3.00 | 3.00 | 1.00 | 4.60 |
| 18 | | | 3.00 | 2.00 | 2.00 | 4.00 |
| 19 | | | 2.00 | 1.00 | 1.00 | 3.00 |
| 20 | | | 2.00 | | | 5.00 |
| 21 | | | | 1.00 | | 1.00 |
| 22 | | | 8.00 | 4.00 | 4.00 | 32.00 |

| | | | | | | |
|-----------|-------|-------|--------|-------|-------|--------|
| Subtotals | 45.40 | 33.00 | 124.80 | 59.00 | 49.00 | 111.20 |
|-----------|-------|-------|--------|-------|-------|--------|

422.40
Total

| | | | | | | |
|--------------|-------------|-------------|---|-------------|-------------|--------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | TOTAL SALARY DOLLARS | | | |
| | | | 2012-13 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 2 | \$503,281 | \$0 | \$102,039 | \$0 | \$60,886 | \$0 |
| 3 | \$298,650 | \$112,389 | \$177,175 | \$0 | \$0 | \$0 |
| 4 | \$553,056 | \$350,203 | \$184,286 | \$64,490 | \$0 | \$0 |
| 5 | \$343,685 | \$302,699 | \$1,148,381 | \$268,232 | \$69,478 | \$71,947 |
| 6 | \$177,768 | \$125,425 | \$794,030 | \$487,381 | \$434,050 | \$74,811 |
| 7 | \$244,925 | \$129,771 | \$822,473 | \$360,968 | \$376,029 | \$155,349 |
| 8 | \$63,206 | \$268,232 | \$496,368 | \$299,045 | \$234,209 | \$644,310 |
| 9 | \$0 | \$207,692 | \$439,680 | \$309,316 | \$161,868 | \$667,223 |
| 10 | \$0 | \$0 | \$1,089,362 | \$399,484 | \$251,394 | \$690,135 |
| 11 | \$414,792 | \$73,576 | \$514,935 | \$329,858 | \$0 | \$231,740 |
| 12 | | \$75,749 | \$562,734 | \$680,259 | \$716,208 | \$551,970 |
| 13 | | \$545,451 | \$744,848 | \$175,200 | \$277,170 | \$664,013 |
| 14 | | | \$170,262 | \$180,336 | \$285,762 | \$977,230 |
| 15 | | | \$175,003 | \$92,736 | \$392,472 | \$301,761 |
| 16 | | | \$269,615 | \$95,303 | \$201,964 | \$517,256 |
| 17 | | | \$276,726 | \$293,613 | \$103,846 | \$489,050 |
| 18 | | | \$283,836 | \$200,878 | \$213,420 | \$436,717 |
| 19 | | | \$193,965 | \$103,007 | \$109,574 | \$336,130 |
| 20 | | | \$198,705 | \$0 | \$0 | \$574,536 |
| 21 | | | \$0 | \$108,142 | \$0 | \$117,771 |
| 22 | | | \$832,744 | \$442,840 | \$472,665 | \$3,860,331 |
| | \$2,599,363 | \$2,191,188 | \$9,477,168 | \$4,891,089 | \$4,360,995 | \$11,362,279 |

Total 2012-2013 Salaries

\$34,882,081

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE | | | |
| | | | 2013-14 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | 1994 | 2193 | 2393 | 2592 | 2891 | 2891 |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$49,850 | \$52,343 | \$54,835 | \$57,328 | \$58,574 | \$61,066 |
| 2 | \$51,844 | \$54,536 | \$57,228 | \$59,920 | \$61,465 | \$63,958 |
| 3 | \$53,838 | \$56,729 | \$59,621 | \$62,512 | \$64,356 | \$66,849 |
| 4 | \$55,832 | \$58,923 | \$62,013 | \$65,104 | \$67,248 | \$69,740 |
| 5 | \$57,826 | \$61,116 | \$64,406 | \$67,696 | \$70,139 | \$72,631 |
| 6 | \$59,820 | \$63,310 | \$66,799 | \$70,289 | \$73,030 | \$75,523 |
| 7 | \$61,814 | \$65,503 | \$69,192 | \$72,881 | \$75,922 | \$78,414 |
| 8 | \$63,808 | \$67,696 | \$71,585 | \$75,473 | \$78,813 | \$81,305 |
| 9 | \$65,802 | \$69,890 | \$73,977 | \$78,065 | \$81,704 | \$84,197 |
| 10 | \$67,796 | \$72,083 | \$76,370 | \$80,657 | \$84,595 | \$87,088 |
| 11 | \$69,790 | \$74,277 | \$78,763 | \$83,250 | \$87,487 | \$89,979 |
| 12 | | \$76,470 | \$81,156 | \$85,842 | \$90,378 | \$92,871 |
| 13 | | \$78,663 | \$83,549 | \$88,434 | \$93,269 | \$95,762 |
| 14 | | | \$85,941 | \$91,026 | \$96,161 | \$98,653 |
| 15 | | | \$88,334 | \$93,618 | \$99,052 | \$101,544 |
| 16 | | | \$90,727 | \$96,211 | \$101,943 | \$104,436 |
| 17 | | | \$93,120 | \$98,803 | \$104,835 | \$107,327 |
| 18 | | | \$95,513 | \$101,395 | \$107,726 | \$110,218 |
| 19 | | | \$97,905 | \$103,987 | \$110,617 | \$113,110 |
| 20 | | | \$100,298 | \$106,579 | \$113,508 | \$116,001 |
| 21 | | | \$102,691 | \$109,172 | \$116,400 | \$118,892 |
| 22 | | | \$105,084 | \$111,764 | \$119,291 | \$121,784 |

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 SALARY SCHEDULE SCATTERGRAM | | | |
| | | | 2013-14 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | | | | | | |
| 2 | | | | | | |
| 3 | 9.80 | | 1.80 | | 1.00 | |
| 4 | 5.60 | 2.00 | 3.00 | | | |
| 5 | 10.00 | 6.00 | 3.00 | 1.00 | | |
| 6 | 6.00 | 5.00 | 18.00 | 4.00 | 1.00 | 1.00 |
| 7 | 3.00 | 2.00 | 12.00 | 7.00 | 6.00 | 1.00 |
| 8 | 4.00 | 2.00 | 12.00 | 5.00 | 5.00 | 2.00 |
| 9 | 1.00 | 4.00 | 7.00 | 4.00 | 3.00 | 8.00 |
| 10 | | 3.00 | 6.00 | 4.00 | 2.00 | 8.00 |
| 11 | 6.00 | | 14.40 | 5.00 | 3.00 | 8.00 |
| 12 | | 1.00 | 6.60 | 4.00 | | 2.60 |
| 13 | | 8.00 | 7.00 | 8.00 | 8.00 | 6.00 |
| 14 | | | 9.00 | 2.00 | 3.00 | 7.00 |
| 15 | | | 2.00 | 2.00 | 3.00 | 10.00 |
| 16 | | | 2.00 | 1.00 | 4.00 | 3.00 |
| 17 | | | 3.00 | 1.00 | 2.00 | 5.00 |
| 18 | | | 3.00 | 3.00 | 1.00 | 4.60 |
| 19 | | | 3.00 | 2.00 | 2.00 | 4.00 |
| 20 | | | 2.00 | 1.00 | 1.00 | 3.00 |
| 21 | | | 2.00 | | | 5.00 |
| 22 | | | 8.00 | 5.00 | 4.00 | 33.00 |

| | | | | | | |
|-----------|-------|-------|--------|-------|-------|--------|
| Subtotals | 45.40 | 33.00 | 124.80 | 59.00 | 49.00 | 111.20 |
|-----------|-------|-------|--------|-------|-------|--------|

422.40
Total

| | | | | | | |
|--------------|-------------|-------------|---|-------------|-------------|--------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | TOTAL SALARY DOLLARS | | | |
| | | | 2013-14 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 2 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 3 | \$527,612 | \$0 | \$107,317 | \$0 | \$64,356 | \$0 |
| 4 | \$312,659 | \$117,845 | \$186,040 | \$0 | \$0 | \$0 |
| 5 | \$578,260 | \$366,697 | \$193,219 | \$67,696 | \$0 | \$0 |
| 6 | \$358,920 | \$316,548 | \$1,202,382 | \$281,154 | \$73,030 | \$75,523 |
| 7 | \$185,442 | \$131,006 | \$830,302 | \$510,165 | \$455,529 | \$78,414 |
| 8 | \$255,232 | \$135,393 | \$859,015 | \$377,365 | \$394,064 | \$162,611 |
| 9 | \$65,802 | \$279,559 | \$517,842 | \$312,260 | \$245,112 | \$673,573 |
| 10 | \$0 | \$216,249 | \$458,221 | \$322,629 | \$169,191 | \$696,704 |
| 11 | \$418,740 | \$0 | \$1,134,187 | \$416,248 | \$262,460 | \$719,834 |
| 12 | | \$76,470 | \$535,628 | \$343,367 | \$0 | \$241,463 |
| 13 | | \$629,306 | \$584,840 | \$707,471 | \$746,155 | \$574,571 |
| 14 | | | \$773,473 | \$182,052 | \$288,482 | \$690,572 |
| 15 | | | \$176,668 | \$187,237 | \$297,156 | \$1,015,445 |
| 16 | | | \$181,454 | \$96,211 | \$407,773 | \$313,307 |
| 17 | | | \$279,359 | \$98,803 | \$209,669 | \$536,635 |
| 18 | | | \$286,538 | \$304,185 | \$107,726 | \$507,004 |
| 19 | | | \$293,716 | \$207,974 | \$221,234 | \$452,439 |
| 20 | | | \$200,596 | \$106,579 | \$113,508 | \$348,003 |
| 21 | | | \$205,382 | \$0 | \$0 | \$594,461 |
| 22 | | | \$840,670 | \$558,819 | \$477,164 | \$4,018,857 |
| | \$2,702,668 | \$2,269,072 | \$9,846,851 | \$5,080,214 | \$4,532,611 | \$11,699,416 |

Total 2013-2014 Salaries

\$36,130,831

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE | | | |
| | | | 2014-15 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | 2019 | 2221 | 2423 | 2625 | 2928 | 2928 |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$50,485 | \$53,009 | \$55,534 | \$58,058 | \$59,320 | \$61,844 |
| 2 | \$52,504 | \$55,231 | \$57,957 | \$60,683 | \$62,248 | \$64,772 |
| 3 | \$54,524 | \$57,452 | \$60,380 | \$63,308 | \$65,176 | \$67,700 |
| 4 | \$56,543 | \$59,673 | \$62,803 | \$65,933 | \$68,104 | \$70,629 |
| 5 | \$58,563 | \$61,895 | \$65,227 | \$68,559 | \$71,032 | \$73,557 |
| 6 | \$60,582 | \$64,116 | \$67,650 | \$71,184 | \$73,961 | \$76,485 |
| 7 | \$62,601 | \$66,337 | \$70,073 | \$73,809 | \$76,889 | \$79,413 |
| 8 | \$64,621 | \$68,559 | \$72,496 | \$76,434 | \$79,817 | \$82,341 |
| 9 | \$66,640 | \$70,780 | \$74,920 | \$79,060 | \$82,745 | \$85,269 |
| 10 | \$68,660 | \$73,001 | \$77,343 | \$81,685 | \$85,673 | \$88,197 |
| 11 | \$70,679 | \$75,223 | \$79,766 | \$84,310 | \$88,601 | \$91,125 |
| 12 | | \$77,444 | \$82,190 | \$86,935 | \$91,529 | \$94,054 |
| 13 | | \$79,665 | \$84,613 | \$89,560 | \$94,457 | \$96,982 |
| 14 | | | \$87,036 | \$92,186 | \$97,386 | \$99,910 |
| 15 | | | \$89,459 | \$94,811 | \$100,314 | \$102,838 |
| 16 | | | \$91,883 | \$97,436 | \$103,242 | \$105,766 |
| 17 | | | \$94,306 | \$100,061 | \$106,170 | \$108,694 |
| 18 | | | \$96,729 | \$102,686 | \$109,098 | \$111,622 |
| 19 | | | \$99,153 | \$105,312 | \$112,026 | \$114,550 |
| 20 | | | \$101,576 | \$107,937 | \$114,954 | \$117,479 |
| 21 | | | \$103,999 | \$110,562 | \$117,882 | \$120,407 |
| 22 | | | \$106,422 | \$113,187 | \$120,811 | \$123,335 |

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 SALARY SCHEDULE SCATTERGRAM | | | |
| | | | 2014-15 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | | | | | | |
| 2 | | | | | | |
| 3 | | | | | | |
| 4 | 9.80 | | 1.80 | | 1.00 | |
| 5 | 5.60 | 2.00 | 3.00 | | | |
| 6 | 10.00 | 6.00 | 3.00 | 1.00 | | |
| 7 | 6.00 | 5.00 | 18.00 | 4.00 | 1.00 | 1.00 |
| 8 | 3.00 | 2.00 | 12.00 | 7.00 | 6.00 | 1.00 |
| 9 | 4.00 | 2.00 | 12.00 | 5.00 | 5.00 | 2.00 |
| 10 | 1.00 | 4.00 | 7.00 | 4.00 | 3.00 | 8.00 |
| 11 | 6.00 | 3.00 | 6.00 | 4.00 | 2.00 | 8.00 |
| 12 | | | 14.40 | 5.00 | 3.00 | 8.00 |
| 13 | | 9.00 | 6.60 | 4.00 | | 2.60 |
| 14 | | | 7.00 | 8.00 | 8.00 | 6.00 |
| 15 | | | 9.00 | 2.00 | 3.00 | 7.00 |
| 16 | | | 2.00 | 2.00 | 3.00 | 10.00 |
| 17 | | | 2.00 | 1.00 | 4.00 | 3.00 |
| 18 | | | 3.00 | 1.00 | 2.00 | 5.00 |
| 19 | | | 3.00 | 3.00 | 1.00 | 4.60 |
| 20 | | | 3.00 | 2.00 | 2.00 | 4.00 |
| 21 | | | 2.00 | 1.00 | 1.00 | 3.00 |
| 22 | | | 10.00 | 5.00 | 4.00 | 38.00 |

| | | | | | | |
|-----------|-------|-------|--------|-------|-------|--------|
| Subtotals | 45.40 | 33.00 | 124.80 | 59.00 | 49.00 | 111.20 |
|-----------|-------|-------|--------|-------|-------|--------|

422.40
Total

| | | | | | | |
|--------------|-------------|-------------|---|-------------|-------------|--------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | TOTAL SALARY DOLLARS | | | |
| | | | 2014-15 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 2 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 3 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 4 | \$554,123 | \$0 | \$113,046 | \$0 | \$68,104 | \$0 |
| 5 | \$327,951 | \$123,789 | \$195,680 | \$0 | \$0 | \$0 |
| 6 | \$605,820 | \$384,696 | \$202,950 | \$71,184 | \$0 | \$0 |
| 7 | \$375,608 | \$331,686 | \$1,261,317 | \$295,236 | \$76,889 | \$79,413 |
| 8 | \$193,862 | \$137,117 | \$869,958 | \$535,040 | \$478,901 | \$82,341 |
| 9 | \$266,561 | \$141,560 | \$899,037 | \$395,298 | \$413,725 | \$170,538 |
| 10 | \$68,660 | \$292,005 | \$541,401 | \$326,739 | \$257,019 | \$705,578 |
| 11 | \$424,074 | \$225,668 | \$478,598 | \$337,240 | \$177,202 | \$729,003 |
| 12 | | \$0 | \$1,183,530 | \$434,676 | \$274,588 | \$752,428 |
| 13 | | \$716,988 | \$558,445 | \$358,242 | \$0 | \$252,152 |
| 14 | | | \$609,253 | \$737,485 | \$779,085 | \$599,459 |
| 15 | | | \$805,135 | \$189,622 | \$300,941 | \$719,866 |
| 16 | | | \$183,765 | \$194,872 | \$309,725 | \$1,057,661 |
| 17 | | | \$188,612 | \$100,061 | \$424,680 | \$326,083 |
| 18 | | | \$290,188 | \$102,686 | \$218,196 | \$558,112 |
| 19 | | | \$297,458 | \$315,935 | \$112,026 | \$526,932 |
| 20 | | | \$304,727 | \$215,874 | \$229,909 | \$469,914 |
| 21 | | | \$207,998 | \$110,562 | \$117,882 | \$361,220 |
| 22 | | | \$1,064,224 | \$565,937 | \$483,242 | \$4,686,724 |
| | \$2,816,659 | \$2,353,510 | \$10,255,321 | \$5,286,688 | \$4,722,114 | \$12,077,426 |

Total 2014-2015 Salaries

\$37,511,718

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE | | | |
| | | | 2015-16 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | 2045 | 2249 | 2453 | 2658 | 2965 | 2965 |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$51,114 | \$53,670 | \$56,225 | \$58,781 | \$60,059 | \$62,615 |
| 2 | \$53,159 | \$55,919 | \$58,679 | \$61,439 | \$63,024 | \$65,579 |
| 3 | \$55,203 | \$58,168 | \$61,132 | \$64,097 | \$65,988 | \$68,544 |
| 4 | \$57,248 | \$60,417 | \$63,586 | \$66,755 | \$68,953 | \$71,508 |
| 5 | \$59,292 | \$62,666 | \$66,039 | \$69,413 | \$71,917 | \$74,473 |
| 6 | \$61,337 | \$64,915 | \$68,493 | \$72,071 | \$74,882 | \$77,438 |
| 7 | \$63,381 | \$67,164 | \$70,946 | \$74,729 | \$77,847 | \$80,402 |
| 8 | \$65,426 | \$69,413 | \$73,400 | \$77,387 | \$80,811 | \$83,367 |
| 9 | \$67,470 | \$71,662 | \$75,853 | \$80,045 | \$83,776 | \$86,332 |
| 10 | \$69,515 | \$73,911 | \$78,307 | \$82,702 | \$86,740 | \$89,296 |
| 11 | \$71,560 | \$76,160 | \$80,760 | \$85,360 | \$89,705 | \$92,261 |
| 12 | | \$78,409 | \$83,214 | \$88,018 | \$92,670 | \$95,225 |
| 13 | | \$80,658 | \$85,667 | \$90,676 | \$95,634 | \$98,190 |
| 14 | | | \$88,121 | \$93,334 | \$98,599 | \$101,155 |
| 15 | | | \$90,574 | \$95,992 | \$101,564 | \$104,119 |
| 16 | | | \$93,027 | \$98,650 | \$104,528 | \$107,084 |
| 17 | | | \$95,481 | \$101,308 | \$107,493 | \$110,048 |
| 18 | | | \$97,934 | \$103,966 | \$110,457 | \$113,013 |
| 19 | | | \$100,388 | \$106,624 | \$113,422 | \$115,978 |
| 20 | | | \$102,841 | \$109,282 | \$116,387 | \$118,942 |
| 21 | | | \$105,295 | \$111,940 | \$119,351 | \$121,907 |
| 22 | | | \$107,748 | \$114,598 | \$122,316 | \$124,872 |

| | | | | | | |
|--------------|----------|------------|---|------------|------------|------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | SALARY SCHEDULE SCATTERGRAM | | | |
| | | | 2015-16 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | | | | | | |
| 2 | | | | | | |
| 3 | | | | | | |
| 4 | | | | | | |
| 5 | 9.80 | | 1.80 | | 1.00 | |
| 6 | 5.60 | 2.00 | 3.00 | | | |
| 7 | 10.00 | 6.00 | 3.00 | 1.00 | | |
| 8 | 6.00 | 5.00 | 18.00 | 4.00 | 1.00 | 1.00 |
| 9 | 3.00 | 2.00 | 12.00 | 7.00 | 6.00 | 1.00 |
| 10 | 4.00 | 2.00 | 12.00 | 5.00 | 5.00 | 2.00 |
| 11 | 7.00 | 4.00 | 7.00 | 4.00 | 3.00 | 8.00 |
| 12 | | 3.00 | 6.00 | 4.00 | 2.00 | 8.00 |
| 13 | | 9.00 | 14.40 | 5.00 | 3.00 | 8.00 |
| 14 | | | 6.60 | 4.00 | | 2.60 |
| 15 | | | 7.00 | 8.00 | 8.00 | 6.00 |
| 16 | | | 9.00 | 2.00 | 3.00 | 7.00 |
| 17 | | | 2.00 | 2.00 | 3.00 | 10.00 |
| 18 | | | 2.00 | 1.00 | 4.00 | 3.00 |
| 19 | | | 3.00 | 1.00 | 2.00 | 5.00 |
| 20 | | | 3.00 | 3.00 | 1.00 | 4.60 |
| 21 | | | 3.00 | 2.00 | 2.00 | 4.00 |
| 22 | | | 12.00 | 6.00 | 5.00 | 41.00 |

| | | | | | | |
|-----------|-------|-------|--------|-------|-------|--------|
| Subtotals | 45.40 | 33.00 | 124.80 | 59.00 | 49.00 | 111.20 |
|-----------|-------|-------|--------|-------|-------|--------|

422.40
Total

| | | | | | | |
|--------------|-------------|-------------|---|-------------|-------------|--------------|
| | | | COMMUNITY HIGH SCHOOL DISTRICT 218 | | | |
| | | | TOTAL SALARY DOLLARS | | | |
| | | | 2015-16 | | | |
| | | | | | | |
| Lane Inc | 1.00 | 1.05 | 1.10 | 1.15 | 1.175 | 1.225 |
| Step Rate | 0.04 | 0.044 | 0.048 | 0.052 | 0.058 | 0.058 |
| Step inc. | | | | | | |
| YEARS | B | B15 | M | M15 | M30 | M45 |
| | | | | | | |
| 1 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 2 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 3 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 4 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| 5 | \$581,064 | \$0 | \$118,871 | \$0 | \$71,917 | \$0 |
| 6 | \$343,486 | \$129,830 | \$205,478 | \$0 | \$0 | \$0 |
| 7 | \$633,814 | \$402,983 | \$212,839 | \$74,729 | \$0 | \$0 |
| 8 | \$392,556 | \$347,064 | \$1,321,195 | \$309,546 | \$80,811 | \$83,367 |
| 9 | \$202,411 | \$143,324 | \$910,238 | \$560,312 | \$502,655 | \$86,332 |
| 10 | \$278,060 | \$147,822 | \$939,680 | \$413,512 | \$433,702 | \$178,592 |
| 11 | \$500,917 | \$304,639 | \$565,321 | \$341,442 | \$269,115 | \$738,086 |
| 12 | | \$235,227 | \$499,282 | \$352,073 | \$185,339 | \$761,803 |
| 13 | | \$725,921 | \$1,233,606 | \$453,381 | \$286,903 | \$785,520 |
| 14 | | | \$581,596 | \$373,337 | \$0 | \$263,002 |
| 15 | | | \$634,018 | \$767,937 | \$812,508 | \$624,715 |
| 16 | | | \$837,247 | \$197,300 | \$313,584 | \$749,587 |
| 17 | | | \$190,962 | \$202,616 | \$322,478 | \$1,100,484 |
| 18 | | | \$195,869 | \$103,966 | \$441,829 | \$339,039 |
| 19 | | | \$301,164 | \$106,624 | \$226,844 | \$579,888 |
| 20 | | | \$308,524 | \$327,845 | \$116,387 | \$547,134 |
| 21 | | | \$315,885 | \$223,879 | \$238,702 | \$487,628 |
| 22 | | | \$1,292,980 | \$687,586 | \$611,579 | \$5,119,732 |
| | \$2,932,308 | \$2,436,809 | \$10,664,752 | \$5,496,084 | \$4,914,356 | \$12,444,910 |

Total 2015-2016 Salaries

\$38,889,218